Safety

Industrial and Environmental Safety

Industrial and environmental safety form the foundation of our operations. We are committed to the continuous improvement of our management system to identify, manage, and reduce operational and environmental risks. We apply the principle of precaution in every project we deliver and strive to minimise our environmental footprint through the efficient use of resources and application of sustainable, innovative technologies.

Development of the Regions Where We Operate

We actively contribute to the growth of the regions in which we operate. Supporting local suppliers, hiring locally where possible, are integral to our approach. Through outreach and collaboration, we aim to generate positive social and economic impact for local communities.

Interaction with Stakeholders

Glensol prioritizes open dialogue and transparent engagement with all stakeholders — from employees and customers to contractors and regulatory bodies. We are committed to building strong, long-term relationships through accessibility, timely information sharing, and responsiveness to feedback, surveys, and engagement initiatives.

Responsibility to Employees

Creating a safe, inclusive, and fair working environment is one of our key responsibilities. Glensol supports employee development through regular training and mentoring programs, maintains competitive compensation, and ensures equal opportunity across all roles. We provide social support, promote well-being, and maintain the highest standards of occupational safety.

Business Ethics

Our business practices are rooted in integrity. We uphold a strong ethical framework, oppose corruption in any form, and protect labour and human rights. We work continuously to enhance our corporate governance model and ensure transparency in every aspect of our operations.

Creation and Development of Economic Values

Glensol is focused on long-term value creation through operational excellence, financial sustainability, and service competitiveness. We continue to explore investment

opportunities and technological advancements to maintain resilience and meet evolving customer needs.

Our safety approach

Glensol is convinced that the health and safety of its personnel are top priority, and the company realizes its responsibility for operating safely and creating safe working conditions. We demonstrate our commitment to occupational safety and full compliance with regulatory requirements with our work. We always strive to implement new initiatives to further reinforce this approach to health and occupational safety of our people.

We follow the “Zero Harm” principle in our operations, which underlines Glensol’s vision of achieving the objective of zero harm to people, zero impact to the environment and zero non-productive time.

This principle fully reflects our philosophy of ‘setting the highest standard of business’ and demonstrates our attitude and priorities in relation to employees, customers and society. Our reliable management system, competence and loyalty to employees remain the key element of our success and the primary contributors to the zero-harm performance.

Occupational Safety

At Glensol, occupational safety is a core pillar of our operational philosophy. We are committed to protecting the health, safety, and welfare of all individuals involved in our work — from our employees and contractors to clients and members of the public. This commitment is reflected in our systems, actions, and culture.

We apply a proactive approach to hazard identification and risk mitigation. Every task is evaluated for potential risks during the planning phase, and appropriate control measures are established before work begins. Our procedures include detailed statements, structured risk assessments, and operational controls tailored to the nature of the work being carried out.

Operational sites are managed under strict protocols, and our teams are guided by clearly defined safety roles and responsibilities. Routine inspections, safety observations, and performance monitoring ensure compliance with internal and legal requirements and help us respond rapidly to any issues identified. Corrective actions from incidents or near misses are systematically addressed, monitored, and verified.

We also recognise the importance of mental and psychosocial health as part of overall occupational safety. Our goal is to create not only a physically safe workplace but also

an environment where employees feel supported, respected, and heard. We foster open communication and encourage the reporting of safety concerns or work-related stress, which are then followed up constructively and confidentially.

Our occupational safety performance is the result of dedicated systems, engaged leadership, and a workforce that understands and owns its role in creating a safe and secure work environment.

Safety Awareness

Safety awareness is deeply embedded in Glensol's culture. We believe that every employee must understand the risks of their work and feel empowered to take action to prevent incidents. That is why we maintain a strong focus on training, communication, and shared responsibility across the organisation.

From day one, each employee and contractor is introduced to our safety standards through induction programmes tailored to their roles and responsibilities. These are reinforced throughout their employment with refresher training, site-specific briefings, and continuous engagement in safety discussions. Before any major operation, we conduct detailed safety briefings to review potential hazards and ensure everyone is aligned with the control measures.

Our safety awareness efforts go beyond training. We conduct regular campaigns that highlight key safety topics, integrating lessons learned from past incidents and emerging industry practices. Employees are encouraged to raise safety observations and voice concerns at any time. The principle of stop-work authority is not only supported but expected, reinforcing our message that safety comes before any deadline or task.

Through open dialogue, continuous learning, and real-time feedback, we create a culture where safety is not an obligation but a shared value — understood, respected, and upheld by all.

Special Assessment of Working Conditions

Glensol is committed to maintaining safe and respectful working conditions that meet and exceed regulatory standards. In line with local legislation, we carry out regular workplace assessments to identify hazardous factors and evaluate their impact on employee health.

Following each assessment, measures are taken to reduce exposure and improve conditions. We provide quality PPE and protective gear and adopt best practices for workplace design and operation. Our efforts aim not only to comply with the law, but to ensure the comfort and safety of every employee.

Safety Management, Control and Monitoring

Our integrated QHSE Management System is continually developed to meet the expectations of customers, regulators, and internal stakeholders. We operate under a certified Integrated Management System aligned with ISO 45001 (Occupational Health and Safety) and ISO 14001 (Environmental Management), ensuring compliance with national legislation, industry standards, and internal company policies.

Our system is structured around continuous improvement. We regularly update our procedures, risk controls, and documentation to reflect operational changes, lessons learned, and best practices. Scheduled internal audits, inspections, and performance reviews help us verify compliance, identify gaps, and implement corrective actions in a timely and structured manner.

Safety performance is monitored through key indicators such as incident rates, inspection results, training completion, and non-conformance data. These metrics are reviewed by department heads and the senior management team to evaluate progress and ensure strategic alignment with safety goals.

Top management plays an active role in driving safety culture at Glensol. Leaders conduct site visits, safety walkthroughs, and direct engagement with field teams to reinforce expectations, ensure visible commitment, and address safety-related concerns on the ground. Their involvement ensures that safety is prioritised across all levels of the organisation.

To promote a culture of shared responsibility, Glensol encourages employees to actively participate in safety reporting. Workers are empowered to raise observations, report near misses, and stop work in unsafe conditions without hesitation. All reports are tracked through our internal system and followed up to closure.

We also deliver targeted safety programmes and awareness campaigns designed to improve understanding and ownership of workplace risks. These include toolbox talks, hazard-specific briefings, and regular safety communications that focus on practical risk mitigation and behavioural reinforcement.

Our safety expectations extend to all contractors and partners working under our scope. Prior to mobilisation, subcontractors must undergo safety induction and demonstrate compliance with our HSE requirements. We carry out joint inspections, documentation reviews, and ongoing performance checks to ensure alignment and reduce risk at every interface.

By combining strong leadership, a clear management system, employee engagement, and consistent follow-up, Glensol maintains a high standard of safety performance — one that protects people, prevents incidents, and supports long-term operational integrity.

Life-Saving Rules

Our commitment to safety is guided by a clear set of Group Life-Saving Rules, developed to ensure that critical risks are managed consistently across all projects and teams.

These rules are part of our daily operations and serve as practical tools for decision-making in the field. They are reinforced through ongoing training, safety campaigns, and internal communication efforts.

Glensol promotes a culture of continuous learning. Lessons learned from incidents are shared across teams to improve decision-making, reduce risk, and protect lives.

Compliance with Environmental Standards

Glensol is committed to complying with all applicable environmental laws and implementing best practices across its operations. Our HSE policy ensures that environmental standards are clearly defined and maintained across all projects, regardless of location.

We implement environmental management plans that include risk identification, impact assessment, and control measures. Our approach is proactive and forward-looking — we monitor changes in regulations and apply systematic environmental management to ensure long-term compliance and performance.

Regular environmental monitoring is conducted at operational sites to assess our performance and identify opportunities for further improvement.

Our Impact on Climate Change

At Glensol, we understand that climate change is one of the most pressing global challenges of our time. As a responsible energy services company, we are committed to aligning our operations with the goals of the Paris Agreement and contributing to the global effort to limit temperature rise to well below 2°C.

We continuously assess and reduce our carbon footprint through operational optimization, energy efficiency measures, and adoption of low-carbon technologies. This includes upgrading to energy-efficient equipment, implementing digital monitoring

systems to reduce idle times, and actively exploring alternative fuels and electrification where feasible.

One of our key climate initiatives is the use of sustainable building design. During the construction of our new workshop facility, we installed a transparent glass roof that significantly reduces the need for artificial lighting and heating. This innovative design has cut carbon emissions while also improving indoor comfort and natural light exposure for staff.

In addition, we have introduced electric loaders in selected operations to replace diesel-powered machinery, resulting in a notable decrease in greenhouse gas emissions. These loaders help us reduce both direct and indirect environmental impacts.

We are also working to improve the energy performance of our offices and facilities by installing high-efficiency HVAC systems, using LED lighting, and introducing behavioral energy-saving campaigns among staff.

Looking ahead, Glensol is developing a broader decarbonisation roadmap to support medium- and long-term emission reduction targets.

We recognize that our clients are also under increasing pressure to reduce their carbon footprints, and we aim to be a trusted partner in that journey. By delivering services that are not only technically sound but also environmentally conscious, we help them meet their own sustainability goals.

Through innovation, accountability, and strategic investment, we continue to reduce climate-related risks and drive the transition toward a lower-carbon, more sustainable future.

Water Consumption

We understand that water is a finite and vital resource. Glensol has implemented effective water resource management practices to reduce waste, prevent pollution, and promote efficient use.

Our environmental measures focus on operations in high-risk areas and include strict controls, awareness programs, and usage monitoring. We encourage our teams to adopt responsible consumption habits not only during project execution but also in daily routines.

Rational water use is a key part of our environmental commitment and sustainability strategy.